

**POLICY NAME** ABUSE AND MISCONDUCT - PATRONS

**POLICY NUMBER** 3.1.10

**CATEGORIES**

**DATE PROPOSED:** 4/15/2019

**DATE OF VOTE:** 4/17/2019

**ACCEPT (Y/N):** Y

The goal of the Ice Sports Center (ISC) is to create a safe and positive physical, emotional and social environment for all patrons. The ISC is committed to protecting all users from physical abuse, sexual abuse, sexual violence, emotional abuse and other types of misconduct or harmful behavior, including, but not limited to, bullying, threats, hazing and harassment. To this end, the ISC follows all guidelines of the U.S. Center for SafeSport and supports all SafeSport abuse prevention techniques, policies and programs for both hockey and figure skating. All users, including participants, coaches, parents, administrators, volunteers and others are expected and required to abide by this policy.

All programs, clubs and organizations with operations at, or under the auspices of, the MIC are required to be familiar with and abide by all SafeSport policies. Any adults who interact with youth in any capacity are required to complete the SafeSport Education and Awareness Training Program to familiarize themselves with proper identification and reporting protocols. This includes, but is not limited to, coaches, officials, directors and volunteers. Additionally, all ISC employees are required to complete SafeSport training. The SafeSport handbooks specific to USA Hockey and US Figure Skating are included as an addendum to the ISC Policies and Procedures Manual. Adherence to the SafeSport policies and procedures contained in these manuals is a condition of operating at the ISC for all clubs and programs.

Physical abuse includes a striking, forcible restraining, manhandling, assault, or any similar act that involves physical contact with and poses a danger to the safety or health of another person. Some examples of prohibited behavior include, but are not limited to, physical abuse or assault, battery, murder and any other conduct that threatens the health or safety of any person.

Sexual abuse or misconduct includes intentional or reckless acts that cause or reasonably could cause physical or mental harm to any person are prohibited including non-consensual sexual conduct or contact. Some examples of prohibited behavior include sexual harassment, voyeurism (including the surreptitious use of video recording devices), stalking and indecent exposure.

Sexual violence includes physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent due to the victim's impairment by drugs or alcohol. An individual may also be unable to give consent due to an intellectual or other disability or legal incapacity. Some examples of prohibited behavior include, but are not limited to, rape, sexual battery, sexual abuse, domestic violence, dating violence and sexual coercion.

Emotional abuse involves a pattern of deliberate, non-contact behavior that has the potential to cause emotional or psychological harm to a participant. These behaviors may include verbal acts, physical acts or acts that deny attention or support.

Bullying is the use of coercion to obtain control over another person or to be habitually cruel to another person. Bullying involves an intentional, persistent or repeated pattern of committing or willfully tolerating physical and non-physical behaviors that are intended to cause fear, humiliation or physical harm in an attempt to socially exclude, diminish or isolate another person emotionally, physically or sexually. Bullying can occur through written, verbal or digitally transmitted expression (including social media) or by means of a physical act or gesture.

A threat shall be understood to mean any act, gesture, or words directed toward another person and reasonably evidencing, under all the circumstances, an intention to commit physical abuse or violence. The fact that a threat is expressed conditionally shall not alter its character as misconduct.

Hazing is defined as an act which endangers the mental or physical health or safety of a participant or team member, or which destroys or removes public or private property, for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in, a team, group or organization. The express or implied consent of the victim will not be a defense. Apathy or acquiescence in the presence of hazing are not neutral acts; they are violations of this rule. Prohibited behaviors include, but are not limited to, creation of fatigue, physical shocks (such as extreme heat or cold), degrading or humiliating games, paddling, acts of servitude, physical harassment and public stunts.

Other prohibited harmful behaviors include verbal abuse, coercion, stalking and harassment (see Policy 3.1.9), including telephone harassment and computer related harassment via social networks, email, or text messages.

Any person who believes that he or she has been a victim of inappropriate behavior at the ISC or that he or she knows of abuse, misconduct or harassment that has occurred at the ISC involving another individual should bring the situation to the attention of a supervisor, coach, administrator or other trusted adult. Additionally, any coach, official, director, employee, parent or volunteer who knows of misconduct, must take action to intervene on behalf of the athlete(s), participants(s), staff member, volunteer or patron at risk by eliminating their contact with the alleged perpetrator. Any coach, official, director, employee, parent or volunteer who knows of or suspects misconduct must immediately report their observations and/or reasons for suspicion to the Senior Facility Manager (SFM), Program Administrator, Human Resources Administrator, or Director of Skating, who will then take any necessary action including reporting to the SafeSport Center and/or notifying appropriate law enforcement officials.

The ISC, as well as all clubs or programs operating within the ISC, are required to investigate any suspicions or allegations of child physical or sexual abuse. Any attempt to evaluate the credibility or validity of such allegation as a condition of reporting suspicions or allegations to the appropriate law enforcement authorities is forbidden. See also Policies 2.1.1, 2.1.12, 3.1.9.

**COMMENTS:**